

Summary of benefits

Recognition

- Employee Referral Scheme
- Employee Recognition Awards

Financial

- Bonus
- Competitive Pension
- Income Protection and Life Assurance
- Salary Sacrifice Schemes

Training & Development

- £300 Learnerly Budget
- Study support for professional qualifications
- Lunch and Learn sessions

Family

- Enhanced Maternity/Adoption Leave Pay
- Carers Leave
- Dependants Leave

Making your work-life balance

Leave

- Buy/Sell up to 5 days leave
- 2 days Concessionary Leave
- 25 – 30 days Holiday

Health & Wellbeing

- Gym Discounts
- Private Medical Insurance
- Employee Assistance Programme

Flexibility

- Office Equipment set up for home
- Hybrid Working – 2-3 days in the office

The benefits in detail

Financial



- **Salary**
We offer a competitive salary which is benchmarked in line with company peer group.
- **Variable Pay/Bonus**
An annual discretionary bonus.
- **Competitive Pension Scheme**
We offer a competitive Defined Contribution pension scheme, 12% employer contribution with no mandatory employee contribution.
- **Income Protection**
We provide income protection at 75% of salary, subject to medical underwriting.
- **Life Assurance**
We provide life assurance at 6 x salary, subject to medical underwriting.
- **Cycle 2 Work Scheme**
Option to sacrifice part of your salary in exchange for a bike. You can save up to 40% on the cost of a bike and accessories.
- **Electric Vehicle Scheme**
Option to sacrifice part of your salary in exchange for an Electric Vehicle. You can save up to 60% on your monthly car costs.
- **Season Ticket and Bike Loan**
Interest-free season ticket loan and/or bike loan.

Family



- **Family friendly policies**
Our specific policies include: Enhanced Adoption/Maternity Leave pay, Carers Leave, Compassionate Leave, Dependants Leave, IVF policy, Parental Leave and Shared Parental Leave.
- **Enhanced Maternity/Adoption Leave Pay**
Full company pay for 24 weeks.
- **Shared Parental Leave**
Enhanced full company pay for up to 22 weeks.

Flexibility



- **Hybrid Working**
Flexible hybrid working, 2-3 days a week in office on days that work for you and your team.
- **Office Equipment set up for home**
Specific equipment can be ordered to support your home set up.

Health & Wellbeing



- **Private Medical Insurance**
We offer an enhanced package of Extended Hospitals covering you and your family members. LPPI pay yours and your family's premiums, and you pay the tax alone. There are two windows in the year to opt into this benefit (each May and each October).
- **Gym Discounts**
20% corporate discount with Fitness First at Liverpool Street station. Those in the Private Medical Insurance are eligible for up to 50% discount on gym memberships.
- **24/7 Employee Assistance Programme**
Our EAP provides a more enhanced offering, covering Legal and Financial advice. The EAP support also extends to those family members in your household, meaning they too can contact the EAP for support and advice.
- **Mental Health Support**
Mental Health Support is available via the EAP provider, but we also have trained Mental Health First Aiders across LPPI.

Leave



- **25–30 days Holiday**
Option to carry forward up to 5 days leave into the next holiday year.
- **2 days Concessionary Leave**
These are additional leave days that can be used throughout the year.
- **Buy/Sell up to 5 days leave**
We offer two windows in the year to buy or sell leave, each April and each September.

Training & Development



- **£300 Learnerly Budget**
A learning budget to be used on your growth and development via the Learnerly platform, with no requirement for these to be work-related.
- **Lunch and Learn sessions**
These sessions are run across the business where employees can learn more about the different teams across LPPI.

Recognition



- **Employee Referral Scheme**
An employee referral fee of £1,000 for every successful referral that results in a placement.
- **Employee Recognition Awards**
Twice yearly employee recognition awards, prizes include annual leave and vouchers.